

Pengaruh Flexibility Of Work terhadap Employee Productivity dengan Work Life Balance dan Employee Wellbeing Sebagai Variabel Mediasi = The Effect of Flexibility of Work on Employee Productivity with Work Life Balance and Employee Wellbeing as Media Variable

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Abstrak

Penelitian ini bertujuan untuk menganalisis pengaruh flexibility of work terhadap employee productivity dengan work life balance dan employee wellbeing sebagai variabel mediasi pada karyawan perusahaan e-commerce di Jabodetabek. Penelitian ini menggunakan pendekatan kuantitatif dan metode survei pada karyawan perusahaan e-commerce di Jabodetabek. Peneliti menggunakan metode Average Variance Extracted (AVE) untuk uji validitas dan Cronbach's Alpha untuk uji reliabilitas. 135 data responden yang berhasil didapatkan diolah dengan Structural Equation Modelling (SEM) menggunakan aplikasi SmartPLS. Hasil temuan penelitian ini menunjukkan bahwa work life balance dan employee wellbeing mempunyai pengaruh langsung yang signifikan terhadap employee productivity. Selanjutnya, flexibility of work mempunyai pengaruh langsung dan tak langsung yang signifikan terhadap employee productivity.

.....This study aims to analyse the effect of flexibility of work on employee productivity dengan work life balance and employee wellbeing as median variable employees of e-commerce companies in Jabodetabek. This study uses a quantitative approach and survey methods on employees of e-commerce companies in Jabodetabek. The researcher used the Average Variance Extracted (AVE) method to test the validity and Cronbach's Alpha to test the reliability. 135 respondent data that were obtained successfully were use Structural Equation Model (SEM) for hypotesis testing. The findings of this study indicate that work life balance and employee wellbeing have a significant direct influence on employee productivity. Furthermore, flexibility of work has significant direct and indirect influence on employee productivity.